

STATE OF NEW HAMPSHIRE

AUG 11
77-46

PUBLIC EMPLOYEE LABOR RELATIONS BOARD

UNIVERSITY SYSTEM OF NEW HAMPSHIRE :
 KEENE STATE COLLEGE :
 CHALLENGED BALLOTS - LECTURERS :
 :
 and :
 :
 KEENE STATE COLLEGE EDUCATION ASSOCIATION, :
 Affiliated with NHEA/NEA :
 :

CASE NO. U-0601:

APPEARANCES

Representing the University System of New Hampshire:

Nicholas DiGiovanni, Jr., Esquire, Morgan, Brown,
Kearns & Joy
Gary Wulf, UNH System Personnel Office

Representing Keene State College Education Association:

Sally Potter, Project Director, NHEA/NEA
Jack B. Middleton, Esquire, McLane, Graf, Greene, Raulerson
& Middleton

FINDINGS

This is a ~~rehearing~~ from the decision of the Board issued orally on May 6, 1977 and subsequently issued in writing in which the Board found that ~~lecturer personnel~~ at Keene State College should not be included in the bargaining unit with

full-time faculty based on the fact that they were temporary employees of the University and did not share a community of interest with the faculty in the full-time faculty bargaining unit.

A rehearing on the issue was held on June 2, 1977 in Keene, New Hampshire at which time further evidence was taken. Subsequent to the hearing, a brief was filed on behalf of the Keene State College Education Association which has been reviewed by the Board.

Lecturer personnel teach in classroom situations at Keene State College. In addition, they perform some of the other jobs performed by full-time faculty. Many lecturers consider themselves to be regular faculty of the College. Some lecturers, although acknowledging that there is no right to such employment, have been employed for several years at the College.

Notwithstanding the above, the contract which each employee receives, according to testimony from the University, and the understanding which each employee in this category has and which has not contradicted by testimony, is that each appointment as a lecturer is either for one term or one academic year. In no cases are the appointments for longer than one calendar year. ~~The contracts in evidence before the Board in this case clearly show that the position is a temporary one~~ for which there is no guarantee, right or expectation of renewal. In addition, lecturers are not

on the "tenure track" which means that they are not subject to the same regulations as to tenure and are not faced with the same expectations as those on the tenure track. Lecturers are hired to fill specific needs, and do not expect to have the same advancement potential at the College as full-time faculty.

~~In light of the facts of the differences between, full-time faculty and lecturers in job, duration of employment, and expectations of employment, and in light of the nature of the positions of lecturers being strictly temporary in the context of the College, the Board should find that they should not be included in a unit of full-time faculty at Keene College and therefore the ballots cast by lecturers in the election held on April 26 and 27, 1977 should be excluded.~~

~~The original purpose of the Board is that the lecturers do not share a community of interest with full-time faculty and are temporary employees is~~

July 11, 1977


EDWARD J. HASELTINE, CHAIRMAN
PUBLIC EMPLOYEE LABOR RELATIONS
BOARD